

## **Index to Volume 33 - by Title**

- "A Content-Oriented Approach to Setting Minimum Qualifications," Erich P. Prien and Garry L. Hughes, 33(1), 89
- "Bridging the Knowledge and Skills Gap: Tapping Federal Retirees," Jay Liebowitz, 33(4), 421
- "Bright Shining Stars: The Mediating Effect of Organizational Image on the Relationship Between Work Variables and Army Officers' Intentions to Leave the Service for a Job in High-Tech Industry," Eran Vigoda-Gadot and Eyal Ben-Zion, 33(2), 201
- "Delivering Better Government: Assessing the Effectiveness of Public Service Training in India," Lina Vyas, 33(3), 291
- "E-Learning in Public Organizations," Tahir M. Nisar, 33(1), 79
- "Effects of Subject Matter Expert Viewpoint on Job Analysis Results," Donald M. Truxillo, Matthew E. Paronto, Michelle Collins and Jefferson L. Sulzer, 33(1), 33
- "Empirical Findings on the Impact of Affirmative Action on the Training and Development of Black Managers for Corporate Organizations in South Africa," Dinesh C. Jinabhai, 33(1), 121
- "Employee Satisfaction with Sexual Harassment Policies: The Training Connection," Laura A. Reese and Karen E. Lindenberg, 33(1), 99
- "Factors Related to Court References to Performance Appraisal Fairness and Validity," Jo Ann Lee, Lauren C. Havighurst, and Gary Rassel, 33(1), 61
- "GeorgiaGain or GeorgiaLoss? The Great Experiment in State Civil Service Reform," Robert M. Sanders, 33(2), 151
- "Henrico County, Virginia: Succession Management: A Developmental Approach," Sheryn R. Hollinsworth, 33(4), 475
- "How Much Better Are You? Impairments, Mitigating Measures and the Determination of Disability," Douglas Massengill, 33(2), 181
- "Introducing Technical (Not Managerial) Succession Planning," William J. Rothwell and Stan Poduch, 33(4), 405
- "Jones v. Post Office: Has the Defense of Justification Been Watered Down Under the United Kingdom's Disability Discrimination Act?," David G. Epstein, 33(2), 225
- "Leadership Capacity Building Model: Developing Tomorrow's Leadership in Science and Technology, an Example in Succession Planning and Management," Nancy Roddy, 33(4), 487
- "Managers' Perceptions of Their Work Group and Their Own Performance and Well-being Following a Job Transfer," Marjorie Armstrong-Stassen, 33(1), 47
- "Municipal Government Benefits Practices and Personnel Outcomes: Results from a National Survey," Gary E. Roberts, 33(1), 1
- "Participant Input into Rater Selection: Potential Effects on the Quality and Acceptance of Ratings in the Context of 360-Degree Feedback," J. Bret Becton and Mike Schraeder, 33(1), 23
- "Pennsylvania's Changing Workforce: Planning Today with Tomorrow's Vision," Kimberly A. Helton and John A. Soubik, 33(4), 459
- "Personnel Application Blanks: Persistence and Knowledge of Legally Inadvisable Application Blank Items," J. Craig Wallace and Stephen J. Vodanovich, 33(3), 331

- "Recruitment and Selection of Public Workers: An International Compendium of Modern Trends and Practices,"** Robert J. Lavigna and Steven W. Hays, 33(3), 237
- "ROI in the Public Sector: Myths and Realities,"** Patti P. Phillips and Jack J. Phillips, 33(2), 139
- "Survey Findings of the Effectiveness of Employee Recognition in the Public Sector,"** Roy Saunderson, 33(3), 255
- "The City of Virginia Beach's Innovative Tool for Workforce Planning,"** Kris Miracle, 33(4), 449
- "The Implementation of Workforce and Succession Planning in the Public Sector,"** Joan E. Pynes, 33(4), 389
- "The Metrics of Workforce Planning,"** Martin W. Anderson, 33(4), 363
- "Today is the Tomorrow You Worried About Yesterday: Meeting the Challenges of a Changing Workforce,"** Nancy B. Kiyonaga, 33(4), 357
- "Traditional and Family-Friendly Benefits Practices in Local Governments: Results from a National Survey,"** Gary E. Roberts, Jerry A. Gianakis, Clifford McCue and XiaoHu Wang, 33(3), 307
- "Understanding Employee Trust in Management: Conceptual Clarification and Correlates,"** Ronald W. Perry and Lawrence D. Mankin, 33(3), 277
- "Women and Minorities in State Government Agencies,"** Chon-Kyun Kim, 33(2), 165
- "Workforce Planning Not A Common Practice, IPMA-HR Study Finds,"** Gilbert L. Johnson and Judith Brown, 33(4), 379

## **Index to Volume 33 - by Author**

- Martin W. Anderson, 33(4), 363  
Marjorie Armstrong-Stassen, 33(1), 47  
Eyal Ben-Zion, 33(2), 201  
J. Bret Becton, 33(1), 23  
Judith Brown, 33(4), 379  
Michelle Collins, 33(1), 33  
David G. Epstein, 33(2), 225  
Jerry A. Gianakis, 33(3), 307  
Steven W. Hays, 33(3), 237  
Lauren C. Havighurst, 33(1), 61  
Kimberly A. Helton, 33(4), 459  
Sheryn R. Holinsworth, 33(4), 475  
Garry L. Hughes, 33(1), 89  
Dinesh C. Jinabhai, 33(1), 121  
Chon-Kyun Kim, 33(2), 165  
Nancy B. Kiyonaga, 33(4), 357  
Gilbert L. Johnson, 33(4), 379  
Robert J. Lavigna, 33(3), 237  
Jo Ann Lee, 33(1), 61  
Jay Liebowitz, 33(4), 421  
Karen E. Lindenberg, 33(1), 99  
Lawrence D. Mankin, 33(3), 277  
Douglas Massengill, 33(2), 181  
Clifford McCue, 33(3), 307  
Kris Miracle, 33(4), 449  
Tahir M. Nisar, 33(1), 79  
Matthew E. Paronto, 33(1), 33  
Ronald W. Perry, 33(3), 277  
Jack J. Phillips, 33(2), 139  
Patti P. Phillips, 33(2), 139  
Stan Poduch, 33(4), 405  
Erich P. Prien, 33(1), 89  
Joan E. Pyne, 33(4), 389  
Gary Rassel, 33(1), 61  
Laura A. Reese, 33(1), 99  
Gary E. Roberts, 33(1), 1; 33(3), 307  
Nancy Roddy, 33(4), 487  
William J. Rothwell, 33(4), 405  
Roy Saunderson, 33(3), 255  
Mike Schraeder, 33(1), 23  
Robert M. Sanders, 33(2), 151  
John A. Soubik, 33(4), 459  
Jefferson L. Sulzer, 33(1), 33  
Donald M. Truxillo, 33(1), 33  
Eran Vigoda-Gadot, 33(2), 201  
Stephen J. Vodanovich, 33(3), 331  
Lina Vyas, 33(3), 291  
J. Craig Wallace, 33(3), 331  
XiaoHu Wang, 33(3), 307